

2-0024  
09-00

6-23-70  
12-31-72

Agreement made the 28 day of June, 1971, by and between the Judges of the County Court of Hudson County New Jersey and their successors (hereinafter referred to as the "Judges") and the Hudson County Probation Officers' Association (hereinafter referred to as the "Association").

1. The Judges hereby recognize the Association pursuant to Chapter 303 (New Jersey Employer-Employee Relations Act) as the sole and exclusive representative of Probation Officers, Senior Probation Officers and Principal Probation Officers of Hudson County Probation Department to negotiate matters relating to salaries and working conditions for employees in those titles as fall within the purview of the Judges pursuant to R.S. 2A:1 et. seq.

2. It is agreed by and between the parties hereto that the annual rates of pay for all Probation Officers, Senior Probation Officers and Principal Probation Officers shall be as indicated in an order fixing salaries entered by the Judges of the Hudson County Court on June 23, 1971, and filed in the Hudson County Clerk's Office on June 25, 1971. A copy of said order fixing salaries is attached hereto and made a part of this Agreement.

3. All officers in the above titles, who are required to remain on duty through the supper hour to accept reports of probationers, shall receive a meal allowance of \$2.75 for each such duty assignment.

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ADMINISTRATIVE OFFICE  
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4. Each officer in the aforelisted titles, who is required to use his personal automobile in the performance of official duties, shall receive 12 cents per mile during the time the car is used for this purpose.

5. A complaint or grievance of any officer in the above titles related to conditions of work, if not otherwise provided for in law, rule or regulation, shall be settled in the following manner:

Step 1. The complaint or grievance shall first be taken to the employee's immediate supervisor, i.e., the Principal Probation Officer, who shall make an effort to resolve the problem within a reasonable period of time - three working days if possible. At this level a complaint or grievance need not be in writing;

Step 2. If the problem cannot be resolved at the supervisory level, the employee shall put it in writing and submit it to the Chief Probation Officer, who shall acknowledge its receipt within three working days and shall render a decision within five working days thereafter;

Step 3. An appeal of the Chief Probation Officer's decision may be made in writing to the County Court Judges or their designated representative for a final determination with reasonable promptness.

Nothing contained in the above procedure restricts or limits an employee's right to appeal to the Civil Service Commission, under the laws and rules governing the operation of that agency. However, if an employee chooses to use the grievance procedure established by the judiciary for resolving a problem, he is thereby precluded from having the same matter adjudicated by any other person or agency. Such option shall be exercised at Step #2, where a formal written grievance is submitted to the Chief Probation Officer. In using the grievance procedure established herewith, an employee is entitled at each Step to be represented by an attorney of his own choosing or by a bona fide member(s) of the Association designated to represent him pursuant to this agreement.

6. The provisions of this agreement shall remain in effect until December 31, 1972, and by mutual concurrence of both parties, they may be continued for an additional calendar year.

In witness whereof, the parties hereto have hereunto set their hands and seals this 14 day of Sept.

For the Judges:

Benedict A. Beronio  
Benedict A. Beronio - Liaison

For the Association:

Vincent A. Juongo  
Vincent A. Juongo - President

Francis W. Serafin  
Francis W. Serafin

A True Copy  
H. Lawrence

HUDSON COUNTY COURT

IN RE HUDSON :  
COUNTY PROBATION :  
DEPARTMENT :

ORDER FIXING SALARIES

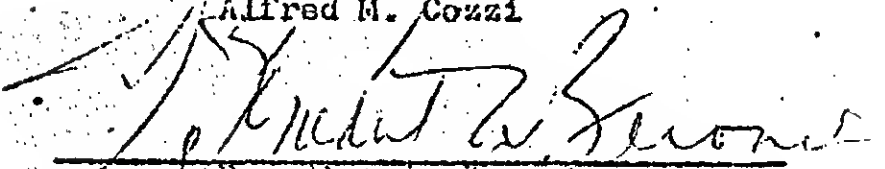
Pursuant to H.J. 2A:168-8, on notice to the Hudson County Board of Freeholders and after a hearing thereon, having considered the view of the Board of Chosen Freeholders by their representative and having taken into consideration the proposed contract negotiated by the representative of the judges of the Hudson County Court with the employee representative of the Hudson County Probation Officers Association; it is on this 23rd day of June, 1971, ORDERED THAT the salary ranges for Probation Officers in the County of Hudson, effective this day and until further ordered, shall be as follows:

Probation Officer	Min. \$8,678.	Max. \$11,000
Senior Probation Officer	Min. \$9,567	Max. \$12,933
Principal Probation Officer II	Min. \$11,076	Max. \$14,360

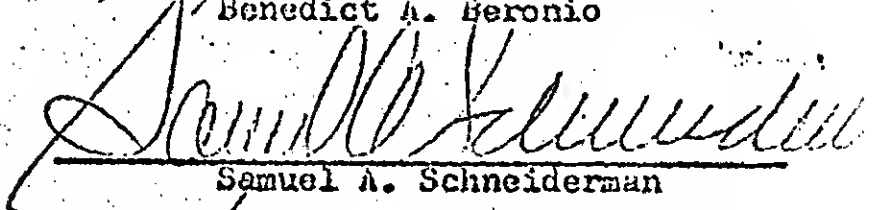
as outlined above shall be in effect until December 31, 1972 and until further order of this Court.



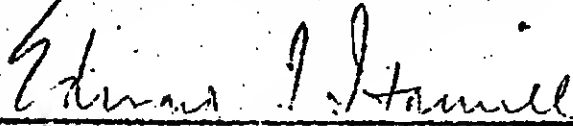
Alfred M. Couzi



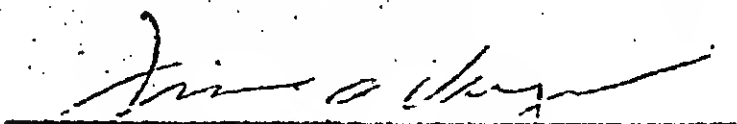
Benedict A. Beronio



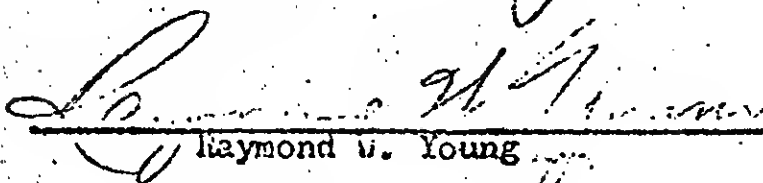
Samuel A. Schneiderman



Edward F. Hamil



Frank A. Verga



Raymond W. Young